

Special Session

Agenda Item #	7
Meeting Date	July 5, 2005
Prepared By	Wayne Hobbs Deputy City Manager
Approved By	Barbara B. Matthews City Manager

Discussion Item	Second Reading Ordinance implementing the pay scale for police officers who are members of Local 400 and sergeants and lieutenants, effective July 1, 2005
Background	<p>The compensation plan for City staff, which was approved by Council and implemented in FY00, provides for a market adjustment to be implemented on July 1, 2005 for FY06. The market adjustment is the annual percent of change in the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of the end of December. The December 2004 Index shows an increase of 2.1%.</p> <p>A wage survey conducted during FY05 indicates that, while the overall pay scale for police was at 100% of market, the position of private was at 95% of market.</p> <p>The attached ordinance approves the pay scale for FY06, effective July 1, 2005 and reflects a market adjustment of 1.5% and an additional adjustment of 5% to the grade of Private. Since the grade of Private is the real base of the scale, increases for officers effective July 1, 2005 on this revised scale range from 2.4% to 5.2%. In addition, some officers are entitled to a step increase of 3%.</p>
Policy	Title 4, Chapter 4.04.180 through 4.04.220 of the City Code, and the Collective Bargaining Agreement between the City of Takoma Park and the United Food and Commercial Workers Union Local 400.
Fiscal Impact	The FY06 Budget for Police Salaries will require an additional \$17,500 to effect the changes effected by this proposed pay scale. Funds are available from the savings generated by the new health benefits plan.
Attachments	Second Reading Ordinance 2005-19
Recommendation	Council to vote on ordinance at second reading.
Special Consideration	

Introduced by: Councilmember Elrich

First Reading: June 20, 2005

Second Reading:

ORDINANCE NO. 2005-19
Pay Scale for Police

An Ordinance to adopt a revised pay scale for police officers for FY06, tied to the Position Classification Schedule as approved by the City Administrator in accordance with Article 4, Section 4.04.140 through 4.04.220 of the City Code as modified by Ordinance 1999-29 or as modified herein.

WHEREAS, the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; and

WHEREAS, a wage survey conducted by the City reflected that the grade of Private was at 95% of the market; and

WHEREAS, the City has ratified a Collective Bargaining Agreement with United Food and Commercial Workers Union Local 400 which provides for a market adjustment of 1.5% and a 5% adjustment to the grade of Private to be effective July 1, 2005.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND THAT the attached pay scale is adopted for the City's Police Officers for the Fiscal Year beginning July 1, 2005 and ending June 30, 2006, and will remain in effect until amended or repealed by the City Council.

Adopted this _____ day of _____, 2005 by roll-call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

POLICE PAY SCALE - FY 06**Ordinance No. 2005-****1.5% Market Adjustment Effective July 1, 2005**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
1-CADET							
Hourly	Annual	\$33,883					
	Hourly	\$16.29					
3- PVT							
Hourly	Annual	\$38,779	\$39,942	\$41,141	\$42,375	\$43,646	\$51,576
	Hourly	\$18.64	\$19.20	\$19.78	\$20.37	\$20.98	\$24.80
4-PFC							
Hourly	Annual	\$42,657	\$43,937	\$45,255	\$46,612	\$48,011	\$56,734
	Hourly	\$20.51	\$21.12	\$21.76	\$22.41	\$23.08	\$27.28
5-CPL							
Hourly	Annual	\$49,056	\$50,527	\$52,043	\$53,604	\$55,212	\$65,244
	Hourly	\$23.58	\$24.29	\$25.02	\$25.77	\$26.54	\$31.37
6-SGT							
Hourly	Annual	\$56,414	\$58,106	\$59,849	\$61,645	\$63,494	\$75,030
	Hourly	\$27.12	\$27.94	\$28.77	\$29.64	\$30.53	\$36.07
7-LT							
Hourly	Annual	\$64,876	\$66,822	\$68,827	\$70,892	\$73,018	\$86,285
	Hourly	\$31.19	\$32.13	\$33.09	\$34.08	\$35.11	\$41.48